1: Longrigg G-4, 5 (ca. 1915-1940) MH1 Iraq MH1

composed of overworked officials, could accomplish little. The Amending Law passed in 1942 to the Labour Code of 1936 began to bear fruit; it provided for improved conditions for women workers, the prohibition of child labour, paid holidays, compensation for injuries, and arbitration of labour disputes. Under the Pachachi Ministry a beginning was made with the establishment of Labour Exchanges—the more necessary as the release of workers from British military employment was already creating unemployment. A number of hopeful trade unions were organized, including those of weavers, shoe-makers, oil workers, cigarette makers, and a half-dozen less important; all were directed by organizers whom underground Communism made every effort to seduce. Committees were set up to produce standard scales of wages and conditions. The growing self-consciousness of urban workers, whose greatest concentrations were in the oil companies, railways, and Port, was shown by a 'Rights of Workmen' movement which demanded a newspaper devoted to its interests, an insurance system, and wage-arbitration boards. A railway-workers' strike in April 1945 ended only with heavy-handed suppression of strike and union alike; examples were thenceforward to be frequent of the organization of strikes among workers for political purposes with little regard to their actual grievances.

An important step, long in contemplation yet not without its dangers, was the passage of major amendments to the Liwā Administration Law; the effect was to confer greater powers on local officials and Provincial Councils, and thus to facilitate local development and improved services. A revision of the Civil Code was at the same time decided, and a delegation from Baghdad spent most of 1945 in Cairo in consultation with Egyptian jurists.

Concurrently with the departure, at the end of the war, of a number of the few surviving British officials, steps were taken to recruit from Great Britain or Egypt the new experts—technical, medical, or educational—for whom the period now opening would call. An effort, of no great forcefulness, was made to eradicate corruption from the body of officialdom. Army reform in 1945 showed good results with the forced retirement of some scores of inefficient but well-befriended officers; rearmament proceeded in aircraft, vehicles, and artillery from British stocks, though not without misunderstandings and reproaches; and a marked rise in standards of training, quartering, equipment, and service conditions was observed. The Army, well supported by the Regent, began in fact again to approach a condition in which active operations could be attempted. In the Police, which appeared to have lapsed somewhat but not tragically from their old high standards, the strength of the force was increased from 10,500 in 1939 to

7: International Bank N, S-4 (1951) 1962 MH1 Iraq MH1

temporary, moderate protection of certain industries, it wishes to emphasize strongly the need for a rapid and progressive reduction in special assistance.

Government Organisation for Industry

Government activities relating to industry, except for the Industrial Bank, are now handled by a Department of Industry in the Ministry of Economics. This Department under its present director concentrates primarily on research and laboratory work and is not equipped to analyze and record the commercial and economic operations of industry. The Mission recommends that a Department of Industries be established to maintain adequate statistical records on industrial production, analyze economic problems relating to industry such as marketing, and administer the laws concerning assistance to industry. The research and technical functions now being carried on would then be continued under a separate Department of Industrial Research and Standards.

These two departments should gradually be equipped to give increasing assistance to industry in improving its output and reducing its cost of production. This type of assistance should be stressed more and more in the future as compared to special measures of protection and assistance which tend to shield industry against competition. Much can be done in the long run to assist industry in better controlling the quality of its products, reducing waste through material salvage, analyzing production costs, making market surveys and increasing labor efficiency through improved lighting, noise abatement, in-plant training programs and better work flow.

Labor and Vocational Education

Finally, it should not be overlooked that a contented, well-trained labor force is of the utmost importance to industrial development. An improvement in working conditions and more attention to the welfare of the worker would tend to increase labor productivity. Such an improvement can to a large extent be brought about only through a growing realization among employers that it is to their own interest. The government should, of course, lay down minimum standards in this respect, particularly since the absence of real trade unions precludes workers from achieving

?: International Bank N, S-4 (1951) 1952 MH1 Iraq MH1

466 467 greater benefits through collective bargaining. At present, labor laws set up certain requirements with respect to hours of work, periods of rest, vacations, employment of minors and compensation for disability. The Labor Department, however, is inadequately staffed to enforce the law and the many reported violations are generally allowed to go uncorrected. In 1949-50, of 1,228 enterprises inspected, only 136 were found to comply with the law. Of the remainder, 974 were simply warned and 118 cases were referred to courts. It would be desirable to enforce existing legislation before enacting other labor laws. Efforts are apparently being made to survey the possibility of introducing a social insurance system into Iraq. Under existing conditions, however, any social insurance law might tend to remain a dead letter.

874 464 [212] Training of labor is impeded by the prevailing illiteracy which makes instruction in writing largely impossible. Elementary schooling and adult education are therefore essential to the improvement of labor efficiency. There is in existence a secondary technical school which attempts to train intermediate school graduates in industry. The curriculum of the school, however, lays too little emphasis on practical training; and the graduates of the school show a disinclination to work with their hands. It would be far better to rely on apprenticeship systems for the basic practical training, and to use the school primarily for supplementary instruction of a somewhat broader character which might be needed by the more highly skilled workers and foremen. Those who are trained in the shop or on the site through such apprenticeship systems can then be recruited from the ranks of the laboring class which is accustomed to manual work. Large private companies and public enterprises like the Iraq Petroleum Company, the railways and the Basra port administration all possess large machine shops where varied training can be imparted to many more than at present. It is suggested, therefore, that the government enlist their cooperation in the training of skilled workers for Iraq's requirements generally.

Commercial and business education is also important. Government, banking and commercial firms, and industrial concerns are all handicapped by a shortage of competent typists, stenographers, clerks, bookkeepers and accountants which has been aggravated by

3:Royal Institute of International Affairs U-4 (no date)1954 M1 Middle East
Iraq MH1

433 Iraq each capable of manufacturing 10,000 tons of sugar per annum from sugar beet to be grown locally, a bitumen plant, and a small steel plant. In addition the Government is investigating the recommendation of the International Bank mission[1] for the erection of a chemical plant at Kirkuk to produce ammonium sulphate fertilizer, cement, sulphur, and carbon black. The mission has also recommended plants for manufacturing bone-meal fertilizer, date-packing crates and motor-car tyres, and for batching concrete, converting steel scrap into building components, and possibly for remelting glass.

Labour

466 647 657 Conditions of work and employment are regulated by a Labour Law (1936–46), which so far relates only to 'workmen' (a term requiring more precise definition) in industrial undertakings. It is in process of revision and extension. Its application is supervised by the Department of Labour and Social Security, which maintains a small corps of inspectors. This department, advised by foreign experts, proposes to experiment with employment exchanges, is starting to compile labour statistics, is undertaking a programme of housing for labour, and is examining plans of social security, for which the existing Labour Law already contains some provision in the form of indemnities on discharge, paid sick and confinement leave, and compensation for injuries. Safety and sanitary working conditions are covered generally by the Labour Law and made obligatory in greater detail by a Workshops and Factories Regulation (1937). In January 1953 it was stated that new provisions, for eventual inclusion in the new Labour Law, had been drafted for establishing wage boards, regulating disputes, and determining the rights, obligations, and administration of trade unions, which are not clearly defined in the existing Labour Law. The latter grants industrial workers the right to establish associations to safeguard their special interests, strengthen the spirit of co-operation, effect educational, cultural, hygienic, social, and moral improvements, and develop Iraqi industry. A few trade unions exist; their membership is small and activity slight. Others have been suspended for subversive activity. The movement is still rudimentary.

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Communications

496 *Railways.*[2] The railways constructed by the British forces during the Mesopotamian Campaign eventually formed the

[1] See above, p. 273.

[2] This section is based on the *Directory of Railway Officials and Year Book*, 1952-3.